



ARMY COMPTROLLER CAREER MANAGEMENT

***“Career Planning and Professional Development
Opportunities”***



**Internal Review Training
Symposium
July 2, 2004**

**COMPTROLLER PROPONENCY OFFICE
CML (703) 614-4137/692-7413 DSN 22X-
XXXX**

**proponency@hqda.army.mil
<http://www.asafm.army.mil>**



AGEND A

- Overview
- Professional Development
- Comptroller Accreditation Program
- CP 11 Intern Program
- Succession Planning



CP 11 WORKFORCE DEMOGRAPHICS

- Population: 9,614
- Average Age: 49
- Average Years of Experience: 21
- Number of High Grades(GS14+): 1,031
- Average Education:
 - 76% of CP 11s have college experience
 - 17% have an associate or some college
 - 34% have bachelors only
 - 12% have a masters or post masters work

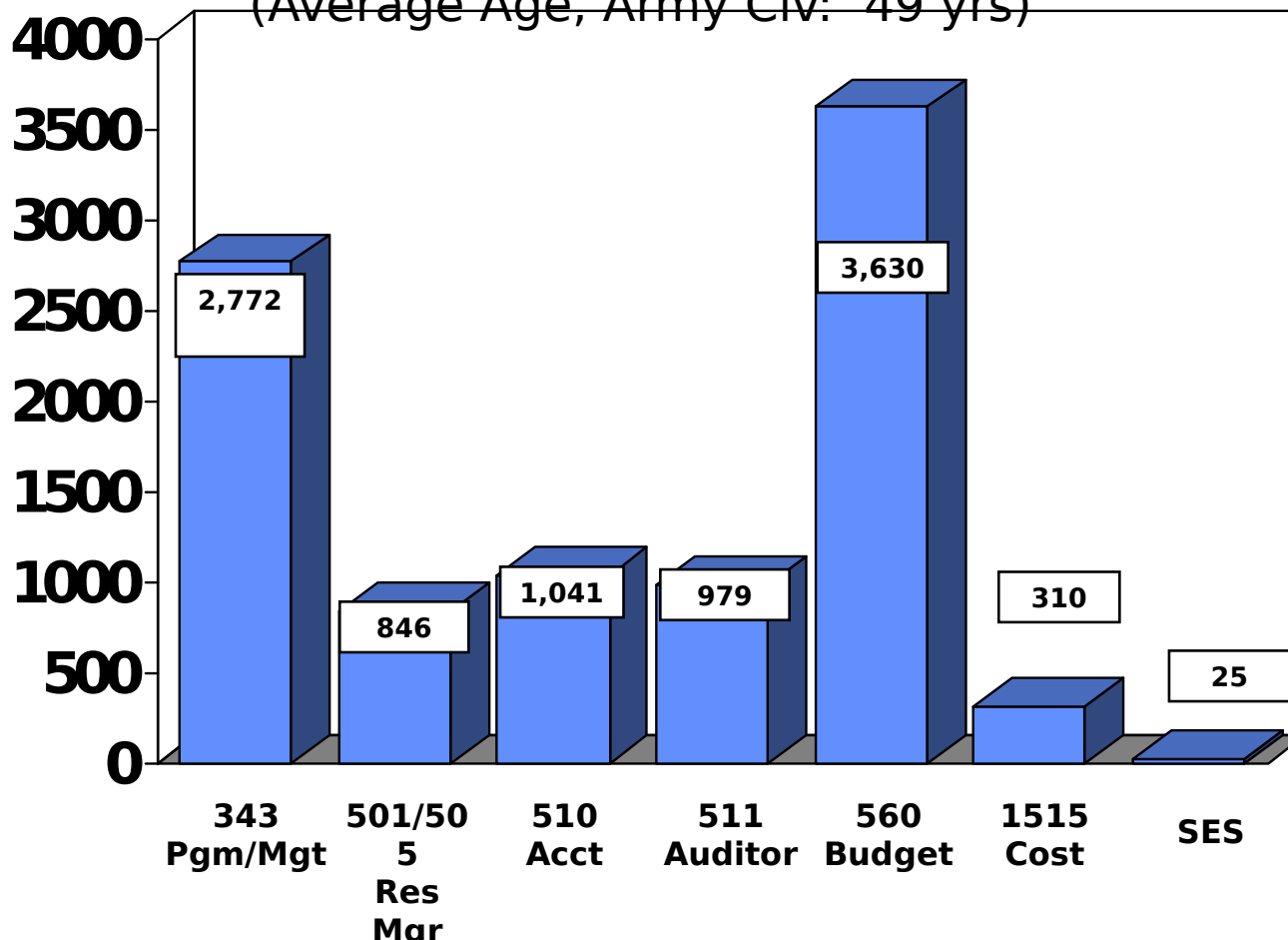


CP 11 POPULATION

Assigned Strength by Series

Total
Personnel
9,614
(Apr 04)

(Average Age, Army Civ: 49 yrs)



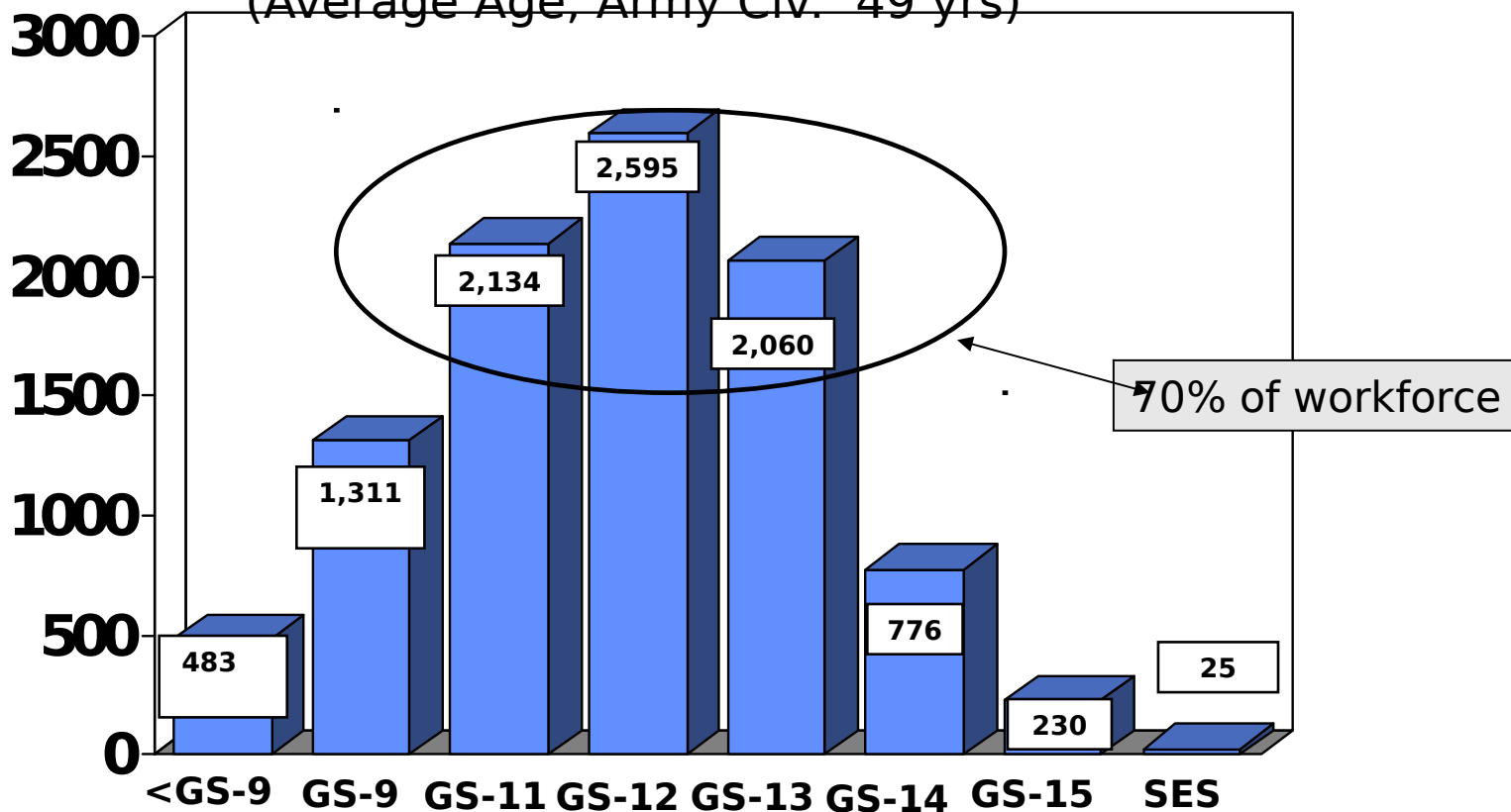


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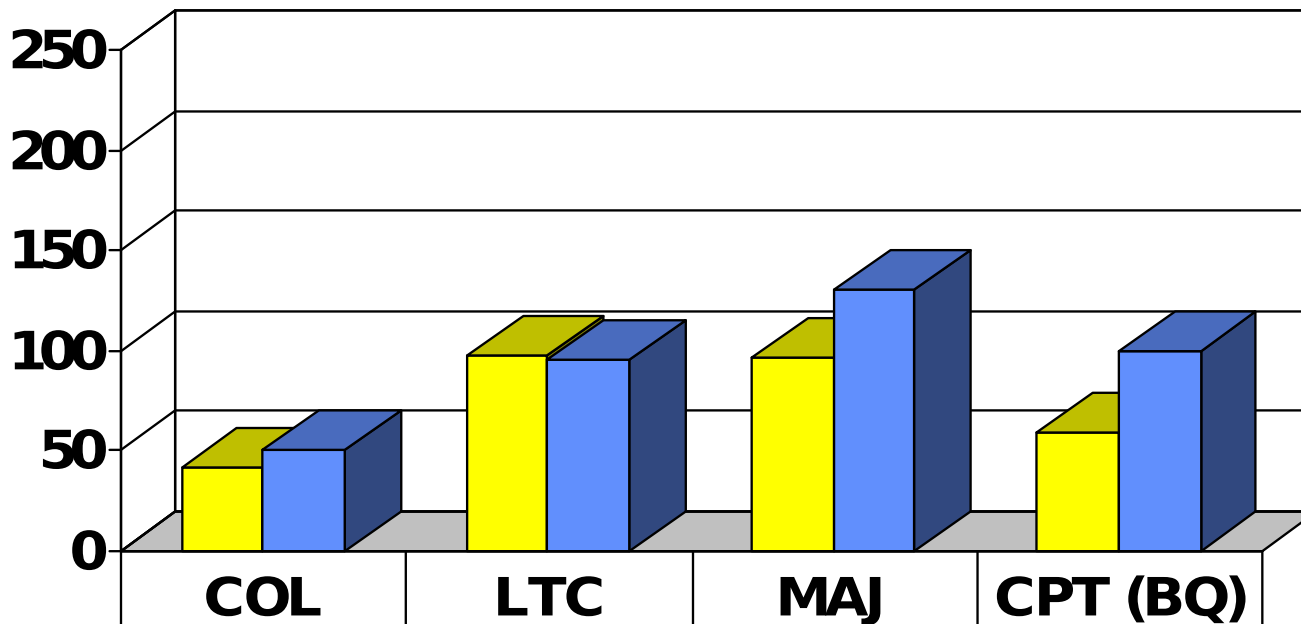


FA 45 DEMOGRAPHICS

- Population: 276
 - Colonels (50)
 - Lieutenant Colonels (95)
 - Majors (131)
- Average Age: 42
- Average Education:
 - 100% of have a bachelors degree
 - 78% have one or more masters degrees
 - 1 has a doctorate degree



FA 45 AUTH vs POPULATION



■ AUTH*	42	98	96	59
■ POPULATION	50	95	131	100

* Based on Updated Authorization Document (UAD) 0401

Data as of Apr 04

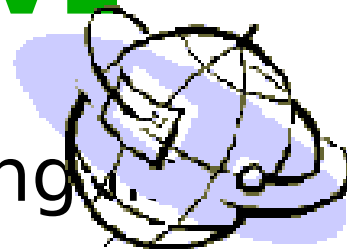


COMMUNICATIONS

- Role of Comptroller Junior Executive Council (CJEC) members
- List Serve
- World Wide Web
 - Current web page plus new web based tool
 - PROMAC Careerist Management System
- Resource Management Publication
- Newsletter



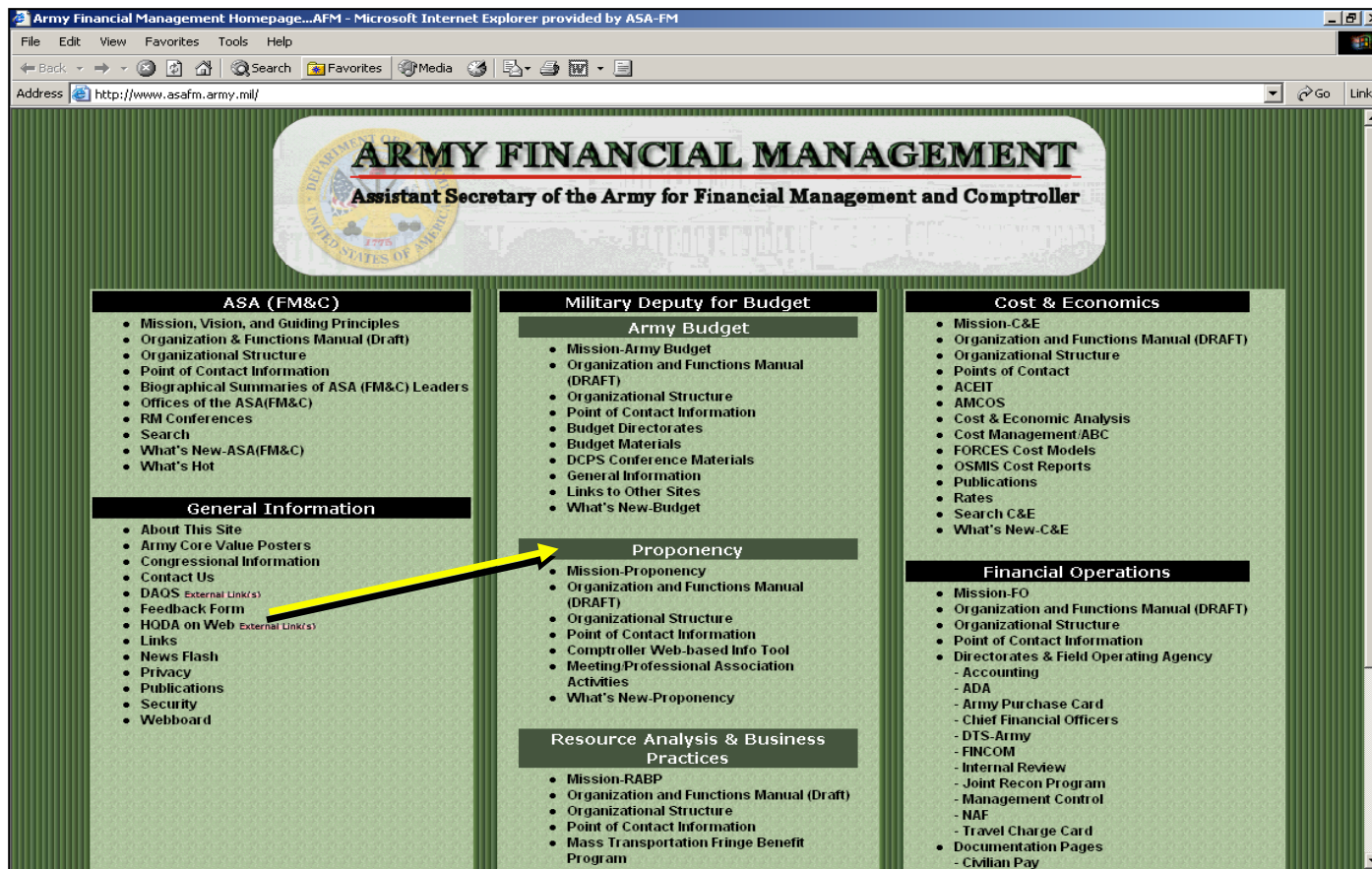
CP 11 & FA 45 LIST SERVE



- The ListServ® is an electronic mailing list.
- Advantages
 - Our goal in providing the ListServ® is to communicate information more effectively to our professional Comptrollers
 - Many careerists are not aware of available professional development opportunities. Others think they are ineligible for many programs. The ListServ® allows Army Comptroller careerists to discover what is available and how they can best apply for those opportunities.
- How Do I Register?
 - <http://www.asafm.army.mil/proponency/POWBT/resourcecenter/listserv.html>



PROPONENCY OFFICE WEB SITE



<http://www.asafm.army.mil/>



COMPTROLLER WEB-BASED TOOL

ACPO-Career Development - Microsoft Internet Explorer provided by ASA-FM

File Edit View Favorites Tools Help

Back Forward Stop Reload Home Search Favorites Media Print View Source

Address <http://www.asafm.army.mil/proponency/POWBT/careerdevelopment/careerdevelopment.html>

Career Development

Home About Proponency CP 11/ FA 45 Career Development Intern Programs Resource Center RM Publication

Career Planning

- DA Pamphlet 600-3
- Civilian and Military Training
- Accreditation
- Developmental Assignments
- Training Schedule
- Resource Management Mentorship Program
- Resource Management Annual Awards Program

For both our military and civilian members, the Comptroller Proponency Office is involved in training and education opportunities designed to enhance professional skills. Whether you are military or civilian, senior or intern, here you will find specific information to guide your training choices and professional development.

FUNCTIONAL TRAINING PLANS

CERTIFICATION

CP 11/FA 45

PROFESSIONAL OPPORTUNITIES

FA 45 GUIDE

CAREER LADDER

ACTEDS

TRAINING



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ACPO-Civilian and Military Training - Microsoft Internet Explorer provided by ASA-FM

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Address <http://www.asafm.army.mil/proponency/POWBT/careerdevelopment/cmt.html>

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Civilian and Military Training

Career Planning
DA Pamphlet 600-3
Civilian and Military Training
Accreditation
Developmental Assignments
Training Schedule
Resource Management Mentorship Program
Resource Management Annual Awards

- Professional Development** ([HTML Version](#))
Access Functional Training Plans (FTP), Sample Position Descriptions, and Competencies by job series/grade or rank.
- Long-Term Training Programs**
Long-term training (LTT) provides a valuable learning experience and competitive edge for future advancement in leadership positions to those attending. Although funds are limited, all eligible employees are encouraged to participate in these programs.
 - Long-Term Training Program**
 - ACTEDS Competitive Development Programs
Long-Term Training Guide **Application Package**
 - Army Comptrollership Program (ACP)**
 - Training With Industry (TWI)**



PROMAC

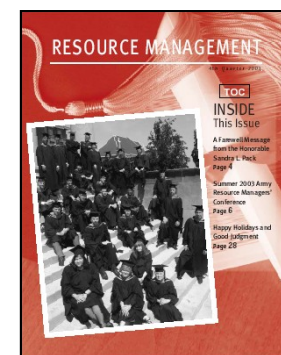
Professional Management of Army Comptrollers (PROMAC) Careerist Management System

- Web based tool using an Oracle Human Resource Management program
- Major components:
 - » Schooling nomination system
 - request and approval system
 - » Career management database
 - data feed from official personnel files
 - upload certification, accreditation, etc.



RESOURCE MANAGEMENT PUBLICATION

- State-of-the-art professional publication where financial management professionals publish articles on key resource management topics.
- Highlights resource management best practices and emerging financial management initiatives.
- Repository of current professional development information
- Published quarterly
- An opportunity for you to publish





“THE PROPONENT”

- Quarterly newsletter discussing pertinent professional development topics that affect you as well as sharing information regarding the many ongoing activities within OASA(FM&C).
- First issue - Summer 04





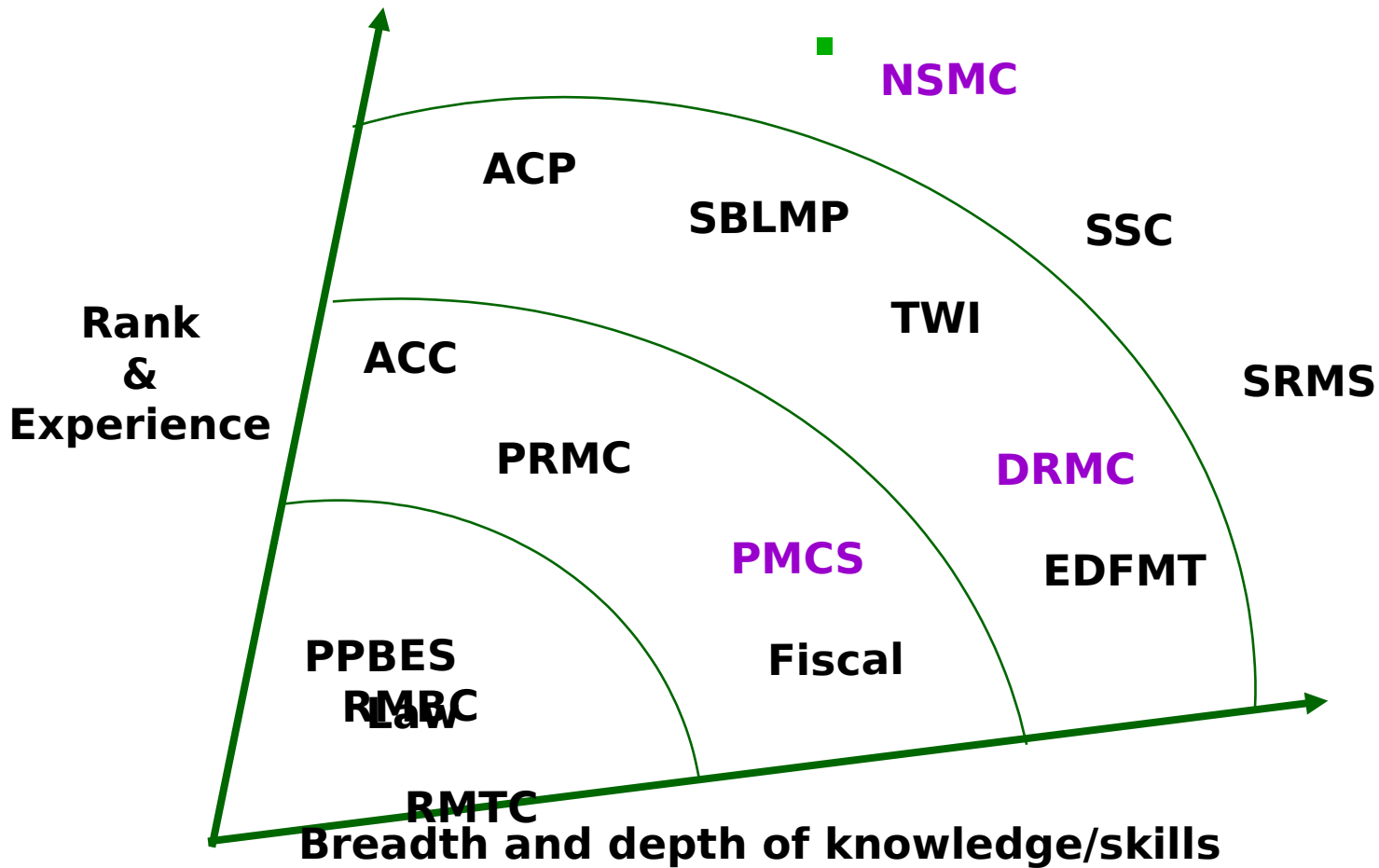
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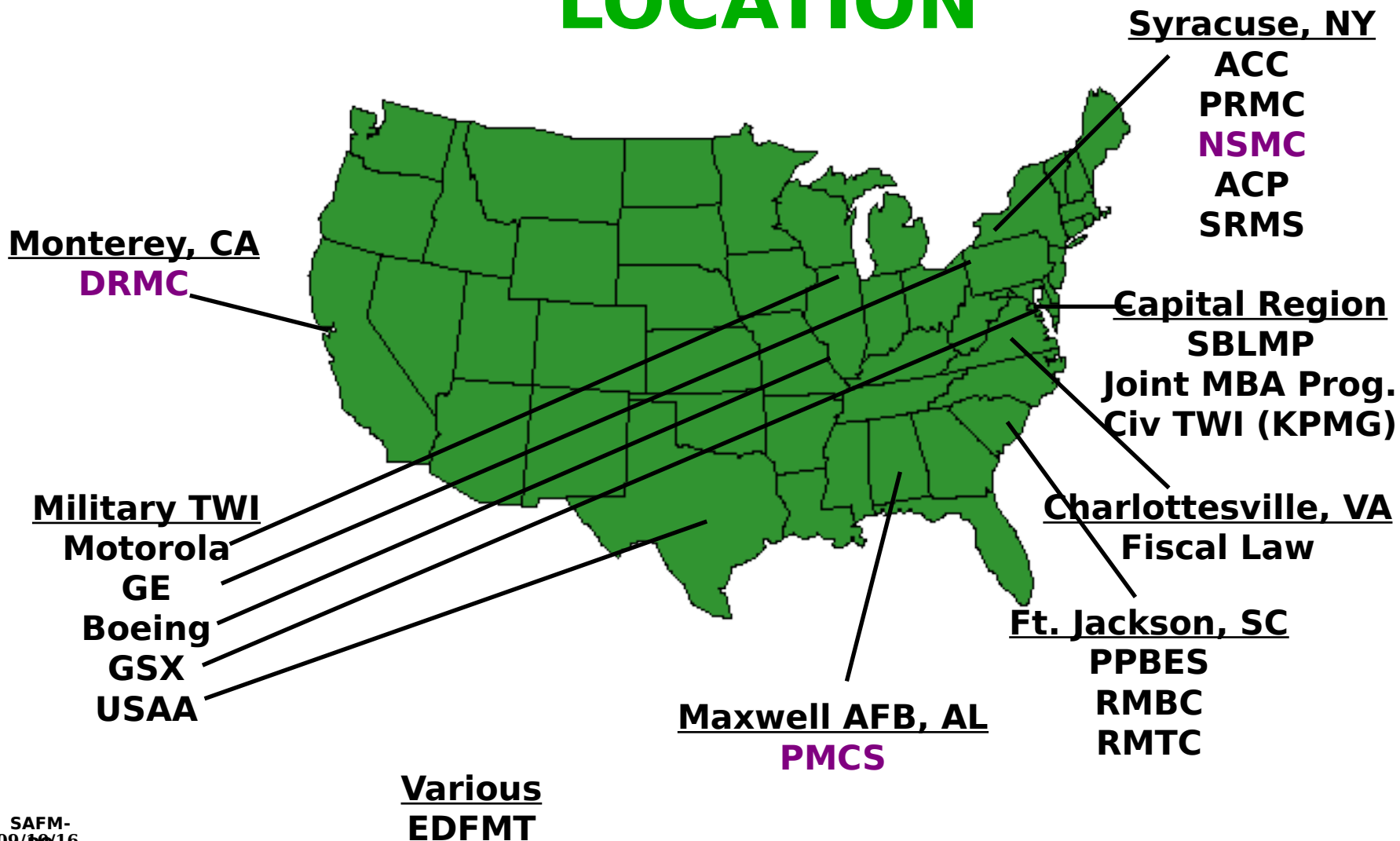
EDUCATION AND TRAINING . .



. . . A NATURAL PART OF YOUR CAREER



OPPORTUNITIES BY LOCATION





US ARMY FINANCE SCHOOL

<u>Course</u>	<u>Target</u>		<u>Length</u>	<u>Class Size</u>	<u>Classes Per Year</u>
	<u>Military</u>	<u>Civilian</u>			
PPBES	CPT+	GS 5+	2 Wks	20-40	19
RMBC	CPT+	GS 5+	2 Wks	20-40	12
RMTC	CPT+	GS 5+	1 Wk	20-40	4

- Planning, Programming, Budgeting Execution System (PPBES)
 - Provides fundamentals of resource management
 - Entry-level course for most CP 11 careerists and FA 45 officers
- Resource Management Budget Course (RMBC)
 - Provides knowledge of budgeting procedures used within the Army
- Resource Management Tactical Course (RMTC)
 - Provides skills and knowledge of budget execution at tactical level
- On Site Instruction Teams
 - Brings instruction to local site
- Correspondence Options



ARMY COMPTROLLER COURSE (ACC)

- **PURPOSE:** Provides a basic multi-disciplined financial and resource management overview to officers and other personnel newly assigned to the Comptroller Career Field without a multi-disciplined background. The course blends current DoD/Army management and the latest in academic management techniques.
- **DURATION:** 4 weeks at Syracuse University
- **FREQUENCY:** Three times per year
- **FUNDING:** Central/competitive selection
- **TARGET:**
 - Military Officer - Captain and above
 - Military Enlisted - SFC and above (MOS 44C (73C & 73D))
 - Civilian - GS-9 and above or 2d Yr Intern (mandatory)

2004 Course Dates

ACC 04-III Aug 16 - Sep 9

2005 Course Dates

ACC 05-I Jan10 - Feb 3

ACC 05-II Apr 11 - May 5

ACC 05-III Aug 15 - Sep 8



PROFESSIONAL RESOURCE MANAGEMENT COURSE (PRMC)

- **PURPOSE:** Provide mid-level military and civilian resource/financial managers a broad perspective of the core competencies of Defense Financial Management and the application of those competencies in the US Army.
- **DURATION:** 4 weeks at Syracuse University
- **FREQUENCY:** Three times per year
- **FUNDING:** Central/competitive selection
- **TARGET:**
 - Military Officer - Major and above (Captain waiver)
 - Civilian - GS-11 and above (GS-9 waiver if full-performance position)
 - Army only

2005 Course Dates

PRMC 05-I Oct 18 - Nov 11

PRMC 05-II Feb 21 - Mar 17

PRMC 05-III Jun 6 - Jun 30



PROFESSIONAL MILITARY COMPTROLLER SCHOOL (PMCS)

- **PURPOSE:** To improve accountability and fiscal readiness of DoD personnel by providing world-class financial management education. It seeks to expand the students' capacity to adapt their role to the economic, political and technical environments affecting military organizations - with a continuous focus on the primary mission of supporting the commander and warfighter (Graduate Level).

2004 Course Dates

PMCS 04-E Aug 2-Sep 10

2005 Course Dates

PMCS 05-A Oct 12 - Nov 19

PMCS 05-B Jan 18 - Feb 25

PMCS 05-C Mar 28 - May 6

PMCS 05-D Jun 13 - Jul 22

PMCS 05-E Aug 8 - Sep 16

- **DURATION:** 6 Weeks At Maxwell Air Force Base
- **FREQUENCY:** Five Times Per Year
- **FUNDING:** Central/Competitive Selection
- **TARGET:**

- Military Officer - Major and Above (Captain Waiver)

- Civilian - GS-12 and Above (GS-11 Waiver)



SENIOR RESOURCE MANAGERS SYMPOSIUM

- **PURPOSE:** To discuss current issues in the management of resource management; to better understand the changing resource management environment of the Army and DoD; to provide a venue for senior resource managers to discuss issues and share solutions; and to develop solutions to management of resource management issues.
- **DURATION:** four and one half days at Syracuse University Minnowbrook Conference Center.
- **FREQUENCY:** Three Times Per Year
- **FUNDING:** Central/Competitive Selection
- **TARGET:**
 - Military Officer – LTC/COL
 - Civilian – GS14/GS15



ENHANCED DEFENSE FINANCIAL MANAGEMENT TRAINING

- **PURPOSE:** One week course to improve the overall technical and managerial capabilities of the DoD financial management workforce. Taught by United States Department of Agriculture Graduate School instructors and other sources.
- **FREQUENCY:**
 - Average of 68 classes at 42 locations (4 OCONUS), class size is 32 personnel
 - Approximately 2040 DoD financial managers will receive training
 - Army has average of 485 annual allocations
- **TARGET:**
 - FA 45/BC 70C Active Duty Officer (Major and Above)
 - GS-09 or higher
 - In occupational series: 343, 501, 505, 510, 511, 560, 1515
 - Has at least 160 duty hours of FM training or professional development.

Distance
Learning
Under
Development



ARMY COMPTROLLERSHIP PROGRAM (ACP)

- Resident 14 month program
- Syracuse University, Syracuse, New York
- 60 credit hour curriculum focused on Comptrollership
- Integration of functional and traditional managerial skills with innovative competencies
- Students graduate with Masters in Business Administration and MA in Public Administration
- Centrally funded Long Term Training



ARMY COMPTROLLERSHIP PROGRAM (ACP)

- Average Class of 30 Students
 - 17 Military
 - 13 Civilians
- Military
 - Captains and Majors
 - 2 - 3 Active Guard and Reserve Officers
- Civilians
 - Army GS-11s through GS-13s
 - Other Services and Defense Agencies
- Operational Assignment for Army Civilians
- Military go to AERS Positions
- Suspense: 15 October 2004



CIVILIAN LONG TERM TRAINING UNIVERSITY/COLLEGE PROGRAMS

- Long Term Training is 120 Days or More
- All Levels of Academic Degrees--Associate, Bachelor, Master, Doctorate
- GS-11 and Above (GS-9 Waiver)
- Centrally Funded through ACTEDS—Tuition and Books; limited local travel, as needed
- Full-Time or Part-Time Attendance
- APPLY EARLY—at least 90 days before first class



SUSTAINING BASE LEADERSHIP & MANAGEMENT PROGRAM (SBLMP)

- **PURPOSE:** The Sustaining Base Leadership and Management (SBLM) program provides graduate-level advanced professional development across the functional areas in the sustaining base.
- **TARGET:** Competitive Selection - Military: MAJ/SGM, Civilian: GS12
- **Web page:** <http://www.amsc.belvoir.army.mil/res.htm>

Resident:

- 12 Weeks At Ft. Belvoir, VA
- 160 Students Per Class
- CP 11 Fair Share Participation
(25-30)

Non-Resident:

- 2 Weeks at Ft. Belvoir, VA
- 12 month correspondence
- Centrally funded



NATIONAL SECURITY MANAGEMENT COURSE (NSMC)

- **PURPOSE:** Focus is on management challenges in the national security establishment
- **DURATION:** 6 weeks at Maxwell School of Citizenship and Public Affairs, Syracuse University
- **FREQUENCY:** Offered once per year, April – May
- **TARGET:** GS -15 and COL
 - 50 attendees per class
 - Participants can apply for 9 credits toward a Master of Public Administration degree
- **Web page:** <http://www.nss.edu/Management.html>



DEVELOPMENTAL ASSIGNMENTS

- A Professional Development Opportunity
- Length Varies, 3-18 Months
- GS-11 and Above
- Announcements
 - Department of Army - Wide
 - Memoranda, WWW, E-Mail
 - Three Suspenses; Cutoff 30 September
 - Forms and Documents
- Travel & Modified Per Diem Centrally Funded



FA 45 & CP 11 TRAINING WITH INDUSTRY (TWI) PROGRAM

- Develop Individuals Who:
 - Will bring better business practices back from industry leaders for Army use
 - Can benchmark Army performance against industry standards and identify areas needing improvement
 - Understand the workings of industry partners involved in the defense infrastructure
 - Can think “out-of-the box” and challenge paradigms
- Provide professional growth for our personnel
 - Build future RM leaders
- Share Army business practices with industry
- Gain partnership and involvement of industry leaders in national defense



FA 45/CP 11 TRAINING WITH INDUSTRY (TWI) PROGRAM

- 12 month Development Assignment
- TDY Status, centrally funded
- Eligibility:
 - Military: O4 or O5 (less than 19 years AFS)
 - Civilian:
 - GS12-GS14
 - Must be a careerist in CP11, have career status, be serving in permanent competitive appointment, without time limitation, and have a minimum of three years of consecutive DA service under one or more permanent appointments
- Suspense: 15 October 2004
- ADSO/Recoupment: 3 times length of training assignment



TRAINING WITH INDUSTRY PARTNERS

Motorola – Personal Communications Sector – Libertyville, IL

General Electric – GE Rail Systems, Erie, PA

Boeing – Integrated Defense Systems, St Louis, MO

USAA – Office of the Corporate CFO, San Antonio TX

Global eXchange Services (GXS) – e-Finance and Financial Management Program, Gaithersburg, MD

KPMG – Washington, DC





OMB OPPORTUNITY PROGRAM

- Army Comptroller Proponency Office is responsible for program development and oversight
- One Army Comptroller officer and one CP 11 careerist per year
- Officer will work for Deputy Associate Director, National Security Division, OMB
- Tour duration to average 12 months
- Revolving program - Officer replaced annually
- High-potential FA 45 officer and CP 11 careerist selected through competitive board process



RESOURCE MANAGEMENT MENTORSHIP PROGRAM

- Formal Mentoring Program
- Goal: Develop Skills and Competencies
- Application Process
- Partnered with a Senior RM Professional
- Participants
 - Civilian: GS-5 through SES
 - Military: CPT through General Officer
- Suspense: 9 August 2004



RESOURCE MANAGEMENT AWARDS PROGRAM

- Annual awards program which recognizes and rewards the outstanding performance of individuals, organizations, and teams performing Resource Management functions at two levels:
 - Major Command / Headquarters and Above
 - Below Major Command
- Individual, Team, and Organization Recognition
- Fiscal Year Coverage (1 October - 30 September)
- Nominations due end of October each year
- Awards presented by ASA(FM&C) at PDI Army Day
- Suspense: 29 October 2004



RM AWARDS PROGRAM

CATEGORIES

- ASA(FM&C) Civilian Award
- ASA (FM&C) Military Award
- Functional Chief Representative Award
- Civilian Individual Awards
- Military Individual Awards
- Organization, Team, Intern, Educator, Author Awards



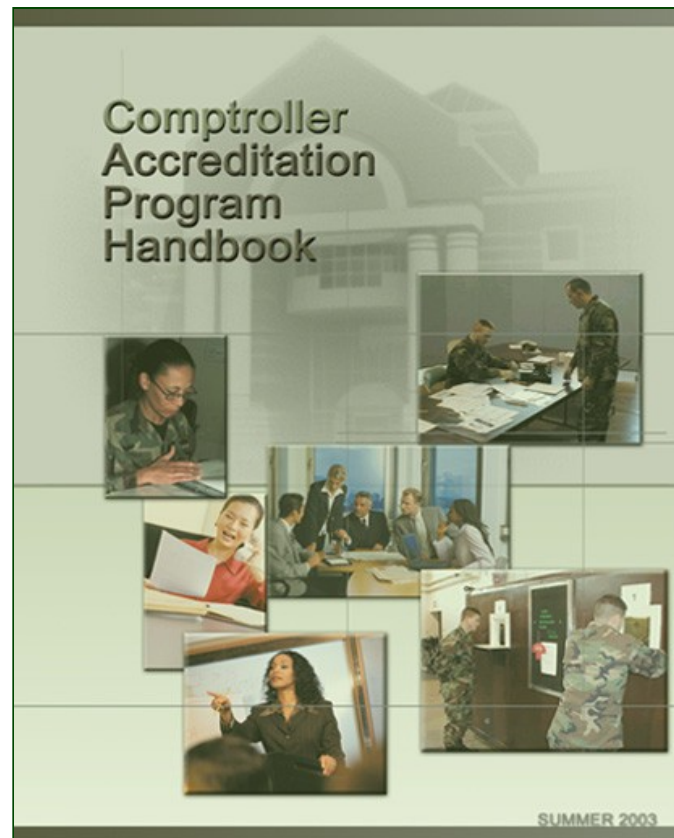
RM AWARDS PROGRAM

CIVILIAN & MILITARY INDIVIDUAL AWARDS

- Accounting and Finance
- Analysis and Evaluation
- Auditing
- Budgeting
- Cost Analysis
- Comptroller/Deputy Comptroller (DRM/DCSRM/Assistant)
- Education, Training and Career Development
- Resource Management
- Resource Management in an Acquisition Environment



COMPTROLLER ACCREDITATION PROGRAM



Summer '03



ACCREDITATION PROGRAM OBJECTIVES

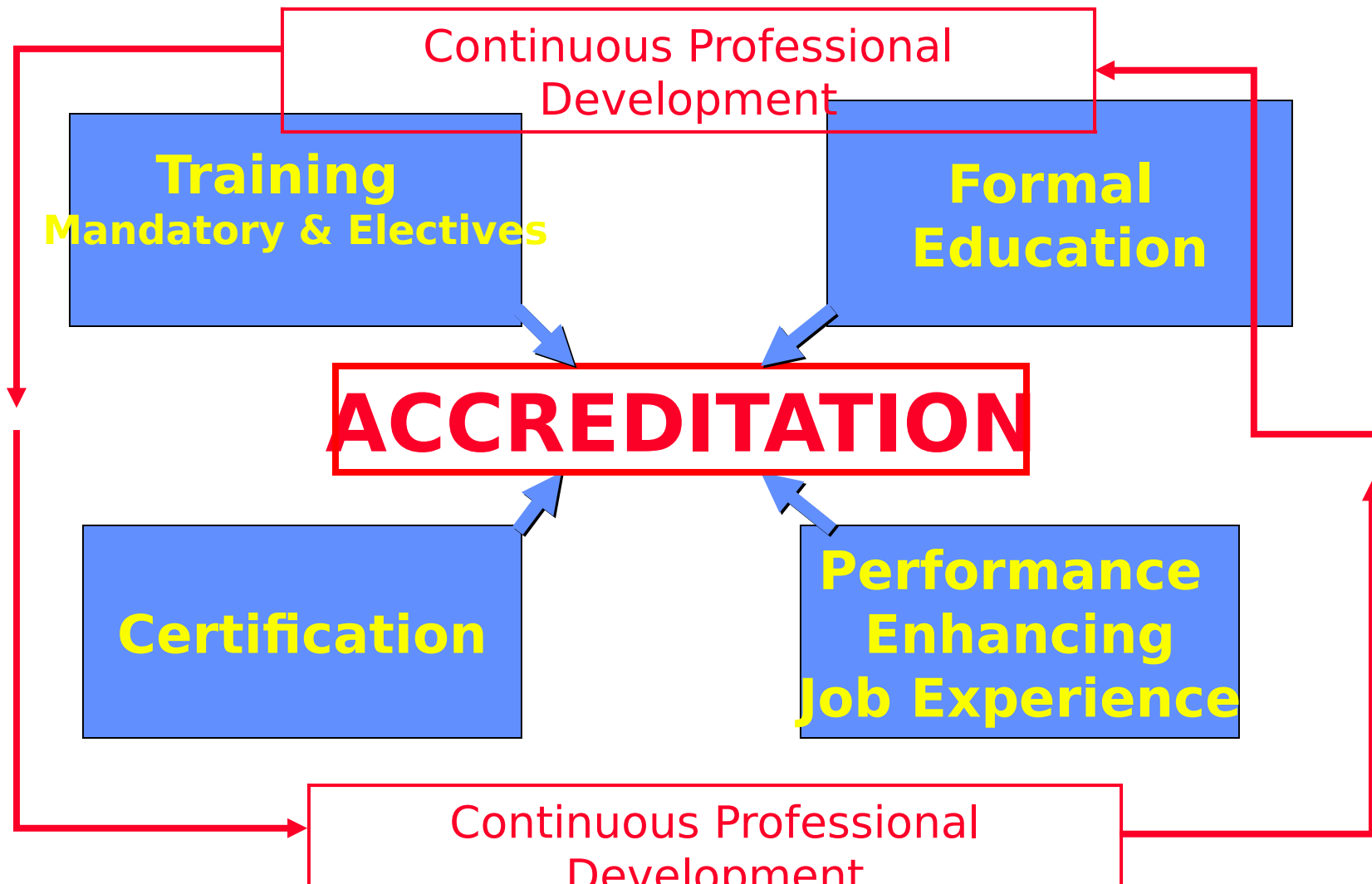
- Competency Maintenance
- Continuous Improvement
- Evaluation
- Peer Awareness
- Counseling and Career Planning

ASA (FM&C)
and CP 11
Strategic Plans

Military and Civilian
Comptrollers
Participate



FIVE COMPONENTS OF ACCREDITATION





COMPTROLLER ACCREDITATION LEVELS

Level I - Performs fundamental, basic and routine activities while gaining subject matter expertise. Generally, works under close supervision of a team leader, supervisor, etc. (Duration 3-5 years)

Level II - Functions independently and applies knowledge and experience to variety of complex situations. Works with minimal guidance and direction from team leader, supervisor, etc. (Duration 3-5 years)

Level III - Serves as senior specialist/analyst, team leader or supervisor. A recognized expert with broad responsibilities and high visibility. (Duration 3-5 years)

Level IV - Has executive capability for Installation, Directorate, and/or Agency-level. (Duration 3-5 years)

Levels not tied to
Grades or Rank



COMPTROLLER ACCREDITATION MANDATORY TRAINING

Mandatory Courses

1. PPBES
2. Fiscal Law
3. Analysis

Substitution

- ACC
- PRMC (ARMC)
- PMCS
- USDA Appropriations Law
- Federal Appropriations Law Seminar (approved vendors)*

* The Learning Curve, Lithia Springs, GA (1-800-529-8110)

* Management Concepts, Inc. Vienna, VA
(www.managementconcepts.com)



COMPTROLLER ACCREDITATION LEVEL I - CRITERIA

- Formal Education
 - Bachelors Degree -
Recommended
- Other Training
 - 1- Financial Stewardship Course
 - 1 - Financial Decision Support Course
 - 2 - Leadership and Organizational Management Courses
- Mandatory Training
 - PPBES Course
 - Fiscal Law Course
 - Analysis Course
- Performance Enhancing Job Experience(s)
 - Two 90-day Performance Enhancing Job Experiences



COMPTROLLER ACCREDITATION LEVEL II - CRITERIA

- Formal Education
 - Bachelors Degree - *Recommended*
 - Masters Degree - (*Enrolled in Program*) - *Recommended*
 - Professional Certification - (*Working Toward*) - *Recommended*
- Performance Enhancing Job Experience(s)
 - Two 90-day Performance Enhancing Job Experiences
- Other Training
 - 2 - Financial Stewardship Courses
 - 2 - Financial Decision Support Courses
 - 2 - Leadership and Organizational Management Courses



COMPTROLLER ACCREDITATION LEVEL III - CRITERIA

- Formal Education
 - Bachelors Degree - *Recommended*
 - Masters Degree - (*Enrolled in Program*) - *Recommended*
 - Professional Certification - *Recommended*
- Performance Enhancing Job Experience(s)
 - Two 90-day Performance Enhancing Job Experiences
- Other Training
 - 2 - Financial Stewardship Courses
 - 2 - Financial Decision Support Courses
 - 2 - Leadership and Organizational Management Courses



COMPTROLLER ACCREDITATION LEVEL IV - CRITERIA

- Formal Education
 - Bachelors Degree - *Recommended*
 - Masters Degree - (*Enrolled in Program*) - *Recommended*
 - Professional Certification - (*Recommended*)
- Other Training
 - 1 - Financial Stewardship Courses
 - 1 - Financial Decision Support Courses
 - 1 - Leadership and Organizational Management Courses
- Performance Enhancing Job Experience(s)
 - One 90-day Performance Enhancing Job Experiences

**40 CPE Required
Every Year to
Maintain Level IV**



EXAMPLE

Performance Management Model			
Level I (Duration 3-5 Years)	Level II (Duration 3-5 Years)	Level III (Duration 3-5 Years)	Level IV (Duration 3-5 Years)
Intro to Team Building Diversity Training Fiscal Law* Planning, Programming, Budgeting & Execution System* Actions Officers Orientation** Intern Leadership Management Course** Analysis Course*	Army Long Term Training Professional Resource Management Course Personnel Management for Executives I & II Enhanced Defense Financial Management Training Intro to Supervision Professional Military Comptroller School Army Comptrollership Program Defense Resource Management Course Organizational Leadership for Executives Sustaining Base Leadership and Mgmt Program at AMSC	Johns Hopkins/Syracuse Brookings Fed Exec Institute Harvard Senior Service College	
Two Performance Enhancing Job Experience	Two Performance Enhancing Job Experiences	Two Performance Enhancing Job Experiences	One Performance Enhancing Job Experience
Financial Analyst Training Courses (Finance School, USDA, Private Sector, etc.)	Financial Analyst Training Courses (Finance School, USDA, Private Sector, etc.)	Financial Analyst Training Courses (OPM, DoD, USDA, Private Sector, Finance School, etc.)	Financial Analyst Training Courses (OPM, DoD, USDA, Private Sector, etc.)

* Mandatory Courses for all Careerists
Interns

** Mandatory Courses for



COMPTROLLER ACCREDITATION FORMS AND TOOLS

- Accreditation Evaluation Form (AEF)
- Supervisor's Accreditation Evaluation Worksheet
- 3-Year Individual Development Plan (3yIDP)



PERFORMANCE ENHANCING JOB EXPERIENCES

- Short-term job assignments that reinforce training and professional development through specialized and or/managerial experience.
- Performance Enhancing Job Experience includes:
 - Full-time participation on task forces, special projects, study groups, and process action teams
 - Developmental assignments, intern rotational assignments, and exchange programs
- Completion of two or more one year CP11 job series or FA 45 assignments can be credited as performance enhancing job experiences. Credit will be given for each additional one year assignment after the first assignment.
- Duration of 90 days or longer.



ACCREDITATION

THE BOTTOM LINE

- Accreditation supports CP 11 and ASA (FM&C) Strategic Plans
- Leadership intent is not to disadvantage current careerists
- Accreditation is a career-long endeavor of Continuous Development
- This is a Supervisors' & Careerists' Program – not HQDA
- Accreditation Handbook will give the “how-to”
 - But don't look for all answers – many left to supervisors



ACCREDITATION & PROFESSIONAL CERTIFICATION WEBSITES

Army Comptroller Accreditation
Program

www.asafm.army.mil/

Certified Defense Financial Manager

www.asmccertification.com

Certified Public Accountant

www.aicpa.org/

Certified Internal Auditor

www.theiia.org/

Certified Cost Analyst

<http://www.erols.com/scea>

Certified Financial Manager

<http://www.imanet.org/>

Certified Management Accountant

<http://www.imanet.org/>

Certified Fraud Examiner

<http://www.cfenet.com/>

Certified Government Financial
Manager

<http://www.agacgfm.org>

Certified Information Systems
Auditor

<http://www.isaca.org/>



REIMBURSEMENT OF PROFESSIONAL CERTIFICATION

- Section 1112 of the National Defense Authorization Act for FY2002, Public Law 107-107, amending Title 5, US Code, Section 5757 permits agencies to pay expenses for employees to obtain professional certification
- Payment shall be made on a reimbursable basis upon the successful receipt of the credential. Reimbursement will be through completion of the SF 1164 and will be paid from the appropriation that pays the employee's salary
- Reimbursement expenses covered under this authority may not be retroactive
- The POC for payment of expenses to obtain professional credentials is Mike Okin, 703-325-6563 or Michael.Okin@asamra.hoffman.army.mil



CP 11 INTERN RECRUITMENT AND SELECTION

- North Central CPOC issues one announcement with multiple vacancies and locations

<http://www.cpol.army.mil>

- Comptroller Proponency Office convenes selection boards to rate and rank applications by rating factors

-- Knowledge of analysis and evaluation

-- Knowledge of automation (software/operating systems)

-- Skill

in oral and written communications

-- Ability to

plan and organize

- Submit Candidate Selections to North Central CPOC

- North Central CPOC Makes Job Offers



CP 11 INTERN MASTER TRAINING PLAN

Mandatory Courses

- Intern Leadership Development Course, (40 hours)
- PPBES, US Army Finance School, Fort Jackson (80 hours)
- Fiscal Law, US Army JAG School (40 hours)
- Army Comptroller Course, Syracuse University (160 hours)
- Analysis Course
- Action Officer Development Course (available on line)



CP 11 WORKFORCE DEMOGRAPHICS

- Population: 9,614
- Average Age: 49
- Average Years of Experience: 21
- Number of High Grades(GS14+): 1,031
- Average Education:
 - 76% of CP 11s have college experience
 - 17% have an associate or some college
 - 34% have bachelors only
 - 12% have a masters or post masters work



SUCCESSION PLANNING CRITERIA

- GS 15 Education/Training:
 - BS or BA; MA
 - Sustaining Base Leadership & Management (SBLM)
 - Per Mgmt for Executives I/II
 - Organizational Leadership for Executives (OLE)
- Experience:
 - MACOM/MSC
 - Supervisory Experience: Branch/Team Chief
 - Joint (Desirable)
- Accreditation Level IV



SUCCESSION PLANNING CRITERIA

- SES Education/Training:
 - BS or BA; MA
 - Senior Service College
 - National Security Mgmt Course or equivalent
 - Federal Executive Institute
- Experience:
 - HQDA/OSD/other Depts
 - Joint/MACOM/MSC
 - Supervisory Experience: Branch/Team Chief
- Accreditation Level IV



CURRENT FINANCIAL MANAGEMENT SES'S

EXPERIENCE

BS/BA	25
MA	24
SSC	19
NSMC or equiv.	6
HQDA exp.	24
MACOM/MSC	22
Division/Branch Chief	22

DEMOGRAPHICS

60-62 years old	2
55-58 years old	10
50-54 years old	6
45-49 years old	7

Almost
half
eligible
to retire

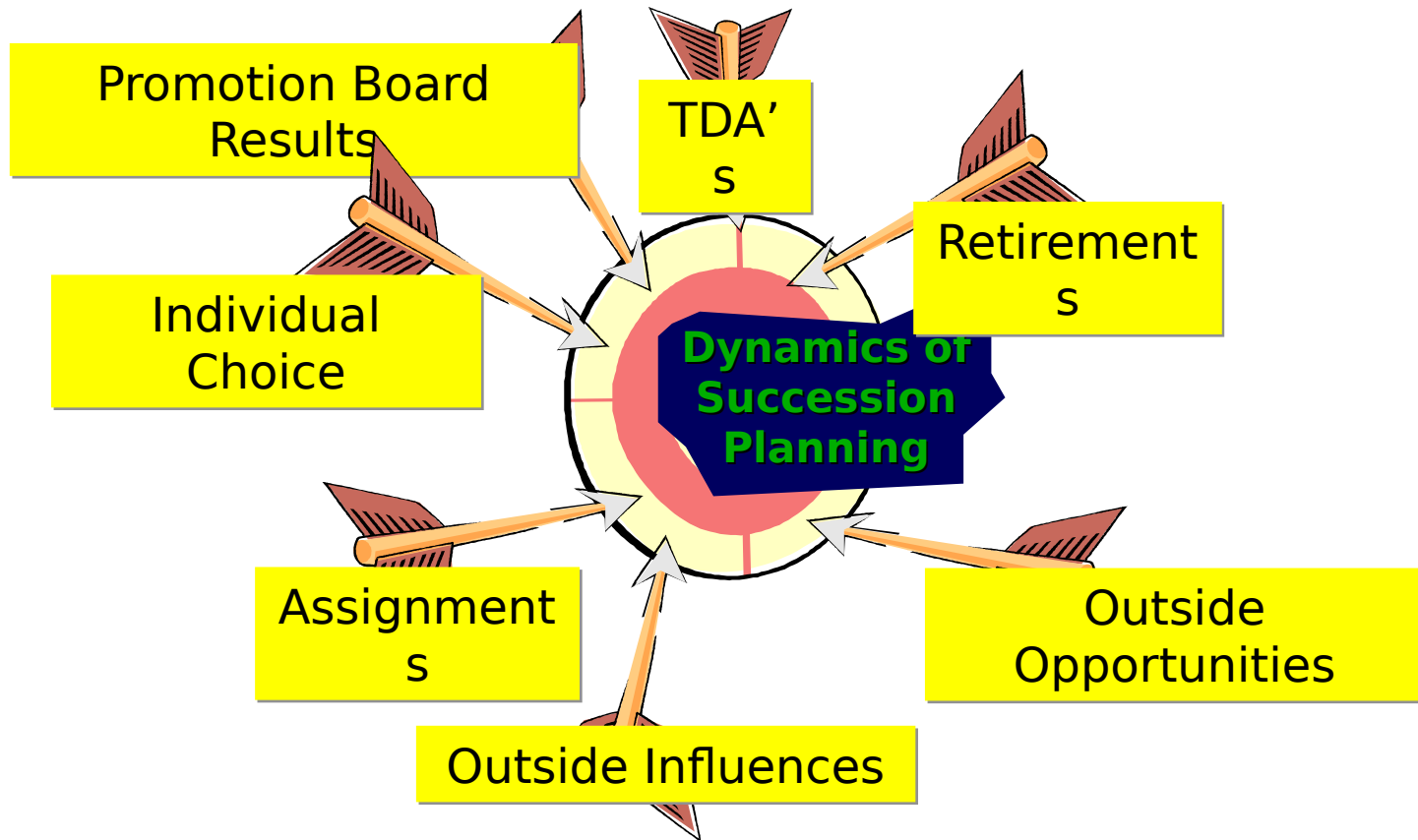


SUCCESSION PLANNING ACTION PLAN

- Determine CP 11 Succession Planning Criteria - *Done*
- Brief MACOM SES Members - *Done*
- Analyze Current SES Demographics - *Done*
- Conduct Succession Planning Session - *Done*
- Integrate Military and Civilian Personnel Databases - *Working*
- Analyze Skills and Competencies of Current GS14/15s - *Working*
- Develop a SES Preparation Program - *Done*
 - Pilot course: Dec 1-2, 2003
 - 1st Class: February 24, 2003
 - Additional classes being scheduled with MACOMs



SUCCESSION PLANNING



Multiple Considerations, One Goal: Effective Succession Planning



SUMMARY



If you want one year of prosperity,
grow grain.
If you want ten years of prosperity,
grow trees.
If you want one hundred years of prosperity,
GROW PEOPLE.

- Chinese Proverb -